

Director of Training

1 March 1957

Chief/JOTP/TR

Special Assignment Program, Establishment of

1. This is a proposal to set up a training program as a pilot operation to be administered by the JOTP which would be made up of selected candidates who do not meet all JOT standards.

2. There is a considerable number of applicants for the JOTP who possess desirable attributes but do not have all the qualifications required of JOT's. They, therefore, must be rejected and in many cases are lost to the Agency. There are those who at the time of application would not appear to be excluded by the DDCI's ruling that JOT's must be "pure," but after Security investigation are found to be borderline or disqualified for the JOT Program. There are others of considerable potential whose activity might be limited by special circumstances. Not to employ and train candidates with real assets and interest in our work after the expenditures that have been made in the various stages of processing they have gone through appears to be against the best interests of the Agency.

3. This operation would be known as the Special Assignment Trainee Program of the JOTP. We feel that if this plan is approved, we could fill the SPAT Program from among the present rejected JOT candidates by 1 October 1957.

4. The SPAT's would enter on duty with clear understanding that they would be trained in the basic courses IOC, LTC, and OFC, and then be available for some special assignment for which they are qualified with or without additional training. This would be a part of the initial briefing when we interview JOT candidates. They would be told that if, at the conclusion of his basic courses, a SPAT shows he deserves to be included in the JOT Program and is eligible, he would be transferred to it. It is also planned that if a JOT does not do well in his courses, he could be demoted to the SPAT Program. Emphasis in briefing a SPAT would be placed on:

- a. opportunity to prove himself worthy for the JOT Program,
- b. his willingness to accept a directed assignment at any time after completion of the basic courses,
- c. the implications of the probationary year.

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5. The SPAT Program will be considered a pilot operation to number about 25 employees. The SPAT's themselves

a. would probably fall within the lower range on the intellectual tests of acceptable JOT's, or have special qualifications which would make them desirable;

b. will have college records that are satisfactory to the JOT Program;

c. will be within the grade range GS-5-7-9;

d. must have completed their military service or be in the ROTC Program. (We would not use the OCS Program in this pilot operation.);

e. would not be required to be eligible for SI Clearance, but would have to conform to requirements of Regulation  .

f. would not be over 28 years of age.

6. This pilot program would have a number of advantages:

a. It would allow us to experiment with a small group of individuals whom we would ordinarily not accept into the JOT Program but who appear to have assets that would be useful to the Agency.

b. It would provide a pool of basically trained individuals who would be available for immediate assignments on crash basis.

c. It would be useful to those responsible for selection of JOT's in that it would give them opportunity to observe the performance of "doubtful" candidates.

d. It would stimulate competition among the JOT's as well as the SPAT's.

e. It would serve as a proving ground for testing the validity of directed assignments with new employees.

f. It will increase the number of new employees who are trained before assignment.

g. It will serve as a valid approach to the problem of training all professionals before they are assigned.

h. It would provide increased opportunity to test the validity of A & E tests and evaluations.

1. It would provide flexibility for the employment of desirable personnel for whom, at the time their files are shopped, slots would not be available in appropriate substantive offices owing to ceiling limitations.

7. There is a continuing need among the DIP offices for the type of individuals we would accept in the SPAT Program. Furthermore, it is evident that for the moment and for the foreseeable future, the JOT Program will not be able to meet the requirements for JOT's levied on us by the divisions and offices of the Agency. For instance, we have at the moment requirements from FE alone for 24 JOT's. Every branch of the NEA Division is in need of our people. We get daily calls from Agency components asking us for people. SPAT's would be useful to the Agency in filling these needs.

8. We feel that it is very important to maintain the integrity of the JOT Program. The present distribution of test scores on intellectual ability of JOT candidates for whom we have cut actions corresponds closely to the distribution of those already on board. There are, however, a great number of people who have been tested who fall in the lower groups. To accept more people in these lower groups would effectively lower the standards of the JOT Program as a whole. We feel that among those rejected are some who might contribute effectively to the Agency. We also have a goodly number of applications of individuals who test well but have foreign relatives in varying degrees of closeness and who possess highly desirable qualifications such as many months' military experience in sensitive work, area knowledge, and/or competence in unusual languages. It is with these groups which are borderline for the JOTP that we should like to work in the SPAT Program.

9. It is suggested that steps be taken to have this addition to the JOT Program authorized as soon as possible in order to take advantage of the recruitment program now in full swing.

10. It is recommended that Chief/JOTP be directed to prepare the necessary request for authority to establish the Special Assignment Trainee Program.

cc: C/PPS/TR

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